



**Great Leaders ...**

**Achieve great Results ...**

**Through great Teams**



*"Improve your aim"*

**How valuable** would it be if you could increase your probability of success when identifying, building, and retaining top-performing teams?

**How valuable** would it be if you could quickly identify key traits and behaviors that could be the difference between your team's failure and success?

**How valuable** would it be if you could increase your leadership and management efficiencies?

Quantum's Performance Optimization program will help you do all of this, and more! Our solutions will assist you in managing every point in the Employee Life-Cycle, from acquisition to development and retention. Quantum's Performance Optimization assessments are designed to give highly accurate, reliable, and rapid results used to identify, develop and retain top talent in your firm.



## How valuable? Take a look

### Talent Acquisition and Selection

- ⦿ Identify traits that separate your top performers with your bottom performers
- ⦿ Aligning candidate preferences with the specific needs of the job
- ⦿ Aligning candidate personality with corporate or team culture
- ⦿ Targeted Interview questions based on candidate profile
- ⦿ Identifying work environments a candidate will excel in
- ⦿ Compare and contrast candidates to top performers in the role
- ⦿ Implement Balanced Hiring Process to reduce bias in the hiring process

### New employee On-Boarding

- ⦿ Integrate a new employee quickly by understanding new-hire learning, social traits, and key environments preferences
- ⦿ Assimilate employee with new manager, new team and corporate culture

### Employee Retention and Management Tools

- ⦿ Reduce turnover by implementing personal retention strategies based on employee preferences
- ⦿ Reduce turnover by more efficiently managing each team member according to their individual performance style
- ⦿ Identify both individual and team dynamics to improve communication and reduce conflict
- ⦿ Gather data about existing employees for unique insights into their motivational and learning behaviors
- ⦿ Receive one-page Executive Summaries on team members to understand individual coaching, mentoring and managing needs
- ⦿ Visual snapshot with our team synergy analysis

### Employee Transitions

- ⦿ Early identification and development of people who naturally possess leadership qualities that are consistent with your organizations leadership culture
- ⦿ Understand your existing leadership team and make better decisions on internal employee positioning/team placement and redeployment of personnel.
- ⦿ Offer out-placed personnel targeted, personalized and objective tools that will assist them in identifying career paths that will align with their skills and passions
- ⦿ Customized career coaching services

## What “Ruler” are you using for performance measurement?

### Can you measure:

- ⦿ What your employees do best?
- ⦿ What your employees want?
- ⦿ A Field Sales Reps Aggressiveness or sales style?
- ⦿ A Leaders desire to mentor?
- ⦿ An employees or Executives personal Goals?
- ⦿ An employee’s desire to compete?
- ⦿ An employee’s desire to learn and innovate?
- ⦿ How an employee wants to be on-boarded?
- ⦿ What motivates your high-potential employees?



### **Now you can!**

Add Quantum’s Performance Optimization assessments to your corporate toolbox